



THE
GATWICK
SCHOOL

Recruitment Pack

2022



"An all through school from year R to year 11 where every pupil is entitled to the highest quality educational experience in order to maximise their individual outcomes and life chances."

Dear Applicant,

Thank you for your interest in our school.

We are looking to appoint someone who has high expectations of themselves, colleagues and pupils with the energy and determination to make a difference. The successful candidate will be strategic, reflective, and positive; an excellent classroom practitioner; someone who motivates and inspires confidence; a clear communicator who is collaborative and builds strong relationships.

Our vision is for all pupils to have a love of learning, a positive and resilient approach with a strong sense of community. Each individual pupil will be encouraged to be aspirational, prepared for their future and inspired to make a difference. We strive for this through providing high-quality teaching which focuses on learning and furthering understanding. This is reflected in our values:

Character - Being our personal best, being kind and developing resilience

Culture - A diverse and cohesive community, with high expectations and celebration

Currency - Outcomes to open doors of opportunity, providing experiences and building a positive reputation



There is strong pastoral support and, alongside the individual care given to pupils, there is an increasing focus on character and a proactive approach to wellbeing. Our culture is one which celebrates the diversity of the school's intake and through the

assembly, House Guardian (tutor) time and Personal Development programme we build an understanding, kind and respectful ethos. We are seeking to develop our extra-curricular activities to enable pupils to develop their existing skills, discover new ones and broaden their horizons. TGS is fortunate to be part of Pansophic Learning's international family of schools. They are renowned as a provider of world class schools that foster a love of learning and inspire pupil success. This partnership allows the TGS staff and pupils visit schools around the world and benefit from being part of this global education community.



Our pupils are drawn from Crawley, Horsham, East Sussex and Surrey with many travelling long distances to be a part of TGS. There are over 900 pupils in the school. In the secondary phase, we are four form entry throughout Years 7 to 11; our Primary phase is 2 form entry from year R to 6.

Our senior leadership team includes two Deputy Headteachers, four Assistant Headteachers and a School Business Manager. We are looking for a colleague who will share our positive, hardworking ethos; a collaborator who not only excels in their own specialist areas but is willing to help out staff and pupils whenever needed and continues to be committed to their own professional development. Most of our senior leadership team have a teaching commitment because we want to continue to be role models, enjoy teaching our subject, sharing our enthusiasm as well as our knowledge, being asked thought provoking questions by pupils and having time to discuss pedagogy with colleagues. You do not need previous experience of an all through setting (either as a teacher or a pupil) and you could as easily bring experience from a Primary or Secondary setting. It's leadership quality that we're looking for. TGS is a supportive and happy environment in which leadership, teaching and support staff work together to provide pupils with a great educational experience.

We continue to reflect on ways we can improve and support pupils to make further progress. We are embedding a culture of development across the whole staff; we want TGS to become a professional learning community with a rich CPD offer that supports every part of our school. The well-being of our staff is an important part of our culture here at TGS. We think that a happy staff who feel well supported deliver better outcomes for our pupils.

Thank you for taking the time to consider TGS, we look forward to receiving your application.

Kind regards,

A handwritten signature in black ink, appearing to read 'S Firth', with a horizontal line underneath.

Simon Firth
Headteacher

About the Aurora Academy Trust

Aurora Academies Trust was set up in 2012 to instil in our pupils a love of learning and to raise their aspirations so that they become responsible citizens who make a positive contribution to society. We aim to prepare them for success in later life, be that at college, university or in the world of work.

Our aim is to provide outstanding education for the children and families that our academies serve in their local communities. We focus on *each child every day*, in order to support and challenge their learning and enjoyment of education, irrespective of their prior academic attainment or background. Our schools promote equality and diversity and place great emphasis on teaching respect and tolerance of others' cultures and beliefs.

Our vision and values are expressed best by our *Aurora Pillars* that support the development of the children, families and staff in our school communities.

The trust operates 7 academies, serving over 3,000 children aged between 2 to 16, and we employ over 400 staff. Aurora exists to improve educational and other outcomes for every one of our children and they are at the very heart of all that we do. Each of our schools is different because we recognise that they serve their own unique communities. However, whilst acknowledging these differences, you would always know that you were in an Aurora school, because we share the same ethos and we all subscribe to the vision and values expressed in this document. Aurora is very much ... *Seven Schools, One Family*.

Vision and Values

Aurora began as a Multi Academy Trust (MAT) in 2012 and, by 2017 when the DFE published its very first MAT Performance Tables, Aurora was ranked the number one MAT in the SESL region for Reading Progress and number two for Maths Progress. This evidenced a remarkable school improvement journey made by Aurora's academies and demonstrates that our Trust's approach and methodology has had a very positive impact upon the young people in our care. Aurora's vision and values are best summed up in two ways: firstly, by the Trust's intent for the outcomes to be achieved by each child, irrespective of which of our schools they attend (Every Aurora Child Will ...) and; secondly, by the vision and values that govern how our schools operate (The Aurora Pillars).

Aurora does not dictate how its schools operate because we recognise that every school is unique and that it serves its own unique community. Thus our

schools keep their own name, choose their own uniform and logo and they also decide upon the curriculum on offer, which will reflect their local circumstances and pupil profile. However, because of the very collaborative manner in which our schools work together, best practice has emerged and so there are things that all of our schools do collectively, and some others that just a couple of schools will do. All of these decisions are arrived at in a spirit of genuine partnership between the Trust's Executive Team and Headteachers.

One of Aurora's unique aspects is our relationship with our sponsor, Pansophic Learning. Pansophic operates schools internationally, mainly in the US where they operate over 50 Charter Schools but they also have schools in Dubai, Switzerland and Africa. Three Pansophic executive officers are also trustees of Aurora and they help to provide strategic expertise to the Aurora Trust Board. There are also many other benefits of this partnership including some pupil-to-pupil communications as well as teacher exchanges that provide fantastic professional and cultural development for our staff.



We are all here to achieve the same thing, namely to provide a world class education for the young people in our care; each child ... every day.

The Aurora Pillars



Student
Achievement



Curriculum



Teaching &
Learning



Professional
Development



Extended
Opportunities



Safe & Secure
Environment



Parental
Involvement



Community
Support

[Check out our website for more information](#)